

## January 1, 2012 Represented Employees Benefit Summary

	Professional Engineers & Technicians Association (PETA)	Fremont Association of City Employees (FACE) SEIU 1021 & Confidential Employees	Teamsters Local 856 Police Department Non-Sworn	Operating Engineers Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
<b>Contract Date</b>	07/01/11-06/30/13	07/01/11-06/30/13	07/01/11-06/30/13	07/01/11-06/30/13	07/01/11-06/30/13	07/01/11-06/30/13	07/01/11-06/30/13
<b>Most Recent COLA Increase</b>	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 6% (4% COLA & 2% Market)	6/22/08 - 6% (4% COLA & 2% Market)	6/22/08 - 6% (4% COLA & 2% Market)
<b>Next COLA Increase</b>	To be negotiated	To be negotiated	To be negotiated	To be negotiated	To be negotiated	To be negotiated	To be negotiated
<b>Previous COLA Increase</b>	06/22/08- 4%	06/22/08- 4%	06/22/08- 4%	06/22/08- 4%	06/22/08-6% (4% COLA & 2% Market)	06/22/08-6% (4% COLA & 2% Market)	06/22/08-6% (4% COLA & 2% Market)
<b>2011 - 2012 MOU Concessions</b>	7/31/11 - 6/30/12 Salary Reduction = 4.427%	8/28/11 - 6/30/2012 Employee paid Employer CalPers Contrib. 6.01% (FACE) 08/14/11-06/30/12- Employee paid Employer Contrib. 5.75% (Conf)	8/28/11 - 6/30/2012 Employee paid Employer CalPers Contrib. 4.125%	9/11/11 - 6/30/2012 Employee paid Employer CalPers Contrib. 5.29%	7/17/11 - 6/30/2012 Employee paid Employer CalPersContrib. 5.80%	7/17/11 - 6/30/2012 Employee paid Employer CalPersContrib. 5.80%	7/17/11 - 6/30/12 Salary reduction = 4.25%
<b>2012 - 2013 MOU Concessions</b>	7/1/12 - 6/30/13 Salary reduction = 4.25%	7/1/12 - 6/30/2013 Employee paid Employer CalPers Contrib. 5.29% (FACE) 07/01/12-06/30/13- Employee paid Employer Contrib. 5.29% (Conf)	7/1/12 - 6/30/2013 Employee paid Employer CalPers Contrib. 3.625%	05/20/12-06/30/13 Employee paid Employer CalPers Contrib. 6.01%	7/1/12 - 6/30/13 Employee paid Employer CalPers Contrib. 5.80%	7/1/12 - 6/30/13 Employee paid Employer CalPersContrib. 5.80%	7/1/12 - 6/30/13 Salary reduction = 4.25%
<b>PERS Retirement For Employees hired on or before 12/31/2011 Formula</b>	2.5% @ 55	2.5% @ 55	2.5% @ 55	2.5% @ 55	3% @ 50	3% @ 50	3% @ 50

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<b>Final Comp.</b>	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year
<b>Survivor Benefit</b>	4th Level	4th Level	4th Level	4th Level	3rd Level	3rd Level	3rd Level
<b>PERS Retirement For Employees hired on or after 1/1/2012 Formula</b>	2.0% @ 60	2.0% @ 60	2.0% @ 60	2.0% @ 60	3% @ 55	3% @ 55	3% @ 55
<b>Final Comp.</b>	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years
<b>Survivor Benefit</b>	4th Level	4th Level	4th Level	4th Level	3rd Level	3rd Level	3rd Level
<b>Employer Rate FY 11/12 (off set as outlined above)</b>	22.916%	22.916%	22.916%	22.916%	36.538%	36.538%	36.538%
<b>Employer Rate FY 12/13 (off set as outlined above)</b>	23.611%	23.611%	23.611%	23.611%	36.804%	36.804%	36.804%
<b>CalPERs Employee Contribution - Deductions IRS 414 (h2)</b>	8%	8%	8%	8%	9%	9%	9%

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<b>Shoe Allowance</b>	\$175 every two years	N/A	N/A	\$175 annually	N/A	N/A	N/A
<b>Tool &amp; Gloves Allowance</b>	N/A	N/A	N/A	Tools-\$500 annually Gloves-\$50 annually Depending on classification	N/A	N/A	N/A
<b>Vest Reimbursement</b>	N/A	N/A	Initial vest provided to Comm Svc Off (CSO). Reimbursement maximum \$800/every five (5) years for replacement.	N/A	N/A	N/A	N/A
<b>Training Pay</b>	N/A	5% of base pay - 5 days minimum	5% of base pay (See MOU for details)	N/A	\$150/month	N/A	FTO - 5% of base pay
<b>Educational Incentive Pay</b>	N/A	N/A	N/A	N/A	<u>Level 1</u> - \$29.54 bi-weekly <u>Level 2</u> - \$59.08 bi-weekly <u>Level 3</u> - \$100.62 bi-weekly (See MOU for details)	<u>Level 1</u> - \$64/mo <u>Level 2</u> - \$128/mo <u>Level 3</u> - \$218/mo (See MOU for details)	<u>Level 1</u> - 2.5% of base pay <u>Level 2</u> - 5% of base pay with add'l 2.5% after 8 yrs (See MOU for details)

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<b>Tuition Reimbursement</b>	Available to non-probationary EEs with at least 6-months of full time service. \$3,000 max per EE per fiscal yr for college/university courses: \$1,000 per EE per fiscal year for Cert programs or CEUs. Total benefit not to exceed \$3,000 per fiscal year.	Available for use by regular FACE members. The City will fund \$20,000 per fiscal year. Unexpended funds from one year shall be carried forward to the next year. Max reimbursement will be \$1,200 per EE per fiscal year. Specific conditions must be met in order to qualify. (See MOU for details)	Available to non-probationary EE with at least six months of full time service. The City will fund \$7500 for each fiscal year. Unexpended funds from one year shall be carried forward to the next year. Max reimbursement will be \$1,200 per EE per fiscal year. Specific conditions must be met in order to qualify. (See MOU for details)	Available to non-probationary EE with at least six months of full-time service. \$600 per EE per fiscal year.	N/A	N/A	N/A
<b>Stand By Pay</b>	Stand-by duty shall be paid at the straight hourly rate according to the following formula: 1 hr fir < 8 hrs on duty 2 hrs for 8-16 hrs on duty 3 hrs for 16-24 hrs on duty. If called to duty, EE will be paid at 1.5 OTP and guaranteed a minimum of 2 hrs of work or pay.	N/A	N/A	N/A	N/A	N/A	\$100 week for investigators

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<b>Court Pay</b>	Off duty EEs who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a minimum of four (4) hours of pay at time and a half. (See MOU for details)	Off duty EEs who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a minimum of four (4) hours of pay at time and a half. (See MOU for details)	Off duty EEs who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a minimum of four (4) hours of pay at time and a half. (See MOU for details)	N/A	N/A	N/A	4 hrs @ 1.5 OT (see MOU for details)
<b>Acting Pay</b>	Greater of first step of higher class or 5% - 5 consecutive day min. Greater of bottom of salary range or 10% of base pay for acting in a management class - 5 consecutive day min.	Greater of first step of higher class or 5% - 5 consecutive day min. Greater of bottom of salary range or 10% of base pay for acting in a management class - 5 consecutive day min.	Greater of first step of the higher class or 5% - 5 day minimum cumulative over fiscal year	Greater of first step of the higher class or 5% - 5 day minimum cumulative over fiscal year, retroactive to the first day of service.	5% of base pay. Unit members who perform as an acting Battalion Chief for 30 or more consecutive calendar days will be paid at the first step of Battalion Chief classification or 5% whichever is greater for the entire period of the assignment.	5% of base pay. In no event shall any person serving in an acting capacity be compensated for more than 24 hours of Acting Pay.	Greater of first step of higher class or 5% of base pay after completing more than 40 cumulative hours within the fiscal year.

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<b>Specialty Pay</b>	N/A	<u>Professional License Pay</u> - Counselor & Case Managers who possess and maintain one of the following licenses will receive \$300/mo. Pro-rated for modified/PT work schedule.	<u>Administrative Assignment Pay</u> - CSO class eligible for Administrative Assignment. 5% of base pay. CSO will work 40 hour work week. To compensate paid an additional 3.72% of base pay for the length of the 40 hr assignment (See MOU for details)  <u>Crime Scene Specialist</u> - 5% of base pay for term of assignment	<u>Asphalt Paver/Grinder Pay</u> - 5% of base pay during paving season.  <u>Control Systems Pay</u> - 10% of base pay (See MOU for details)  <u>Multi-Gang Mover or assigned irrigation</u> - 5% of base pay (See MOU for details)  <u>HVAC or Electrical</u> - 5% of base pay (See MOU for details)	<u>Paramedic Certification</u> - \$2,500/every 2 yrs.  <u>Staff Assignment</u> - Temporary 40 hr/week schedule. 7.5% of base pay  <u>Staff Captain</u> - 40 hour/week assignment for two years. 17.5% of base pay.  <u>Tiller Pay</u> - \$.0625/hour while on Tiller assignment  <u>EMT Pay</u> - 2.5% of base pay.  <u>Paramedic Pay</u> - 10% above Step 5 Firefighter  <u>Special Operations Task Force</u> - 7.5% of base pay.  <u>Hazmat Materials</u> - 5% of base pay.	<u>Staff Assignment 40 hr schedule</u> - 7.5% of base pay  <u>EMT Pay</u> - 2.5% of base pay	<u>Specialist Pay</u> - 5% of base pay for specific assignments (see MOU for details)  <u>Administrative Officer Pay</u> - 10% of base pay (See MOU for details)  <u>Bilingual Pay</u> - \$100/mo (See MOU for details)

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<b>Call Back Pay</b>	2 hrs @ 1.5 OT. Does not apply if called back to work within two (2) hours of regular start time.	2 hrs @ 1.5 OT. Does not apply if called back to work within two (2) hours of regular start time.	2 hrs @ 1.5 OT. Does not apply if called back to work within two (2) hours of regular start time or are scheduled to appear or return to training sessions or dept. mtgs.	EE departed from work location and called back between the end of their regular shift and 11:59pm, shall receive two (2) hours of work @ 1.5 OT. EE called back after 12:00am, will receive three (3) hours at 1.5 OT. EE called back between 12:01am-11:15pm during a regularly scheduled day off shall receive four (4) hours @ 1.5 OT.	3 hrs @ 1.5 OT; 4 hrs @ 1.5 OT for Fire Investigators. Neither will apply if called back to work within two (2) hours of regular start time.	3 hrs @ 1.5 OT (see MOU for details)	2 hrs @ 1.5 OT
<b>Anniversary Bonus</b>	N/A	One Time Bonus Completion of: 14 years = \$500 19 year = \$500	One Time Bonus Completion of: 14 years = \$500 19 year = \$500	One Time Bonus Completion of: 19 years = \$500	N/A	N/A	N/A
<b>Longevity Pay</b>	N/A	N/A	N/A	N/A	19 yrs - add'l 1.8% of base pay 26 yrs- add'l 5.8% of base pay 27 yrs- add'l 3% of base pay 28 yrs- add'l 1.4% of base pay	19 yrs - add'l 1.8% of base pay 26 yrs- add'l 5.8% of base pay	19 yrs - add'l 2.5% of base pay 24 yrs- add'l 2.3% of base pay 26 yrs- add'l 4.6% of base pay 27 yrs- add'l 2.3% of base pay 28 yrs- add'l 1.2% pf base pay

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<b>City Paid Health Benefits Allowance (HBA) Excess HBA over premium cost paid as taxable ABC Cash (cafeteria plan)</b>	01/01/2011 - HBA \$1,638/mo; Used to purchase medical, dental, and vision insurance. ABC cash cap \$580/mo	01/01/11 - HBA \$1,521.95/mo; Used to purchase medical, dental, and vision insurance. ABC cash cap \$580/mo	11/01/11- HBA \$1,512/mo. Premium \$1,617/mo. Used to purchase medical, dental, and vision insurance. ABC cash cap \$580/mo. Health benefits provided by Teamsters Local 856 Health & Welfare Trust.	01/01/11 - HBA as listed below. No ABC cash back if buying medical and/or dental. If EE waives, ABC cash \$580/mo. HBA: EE only = \$790/mo EE + 1= \$1,537/mo Family - \$2,002/mo	01/01/11 - HBA = \$1,620/mo; Used to purchase medical and dental insurance. EEs who waive medical coverage as of <b>01/01/08</b> will receive an ABC cash maximum of \$933/mo. EEs who waive after <b>01/01/08</b> , will receive an ABC cash maximum of \$580/mo. <b>Effective 06/30/13</b> Maximum ABC Cash received will be \$580/month regardless of date of hire.	01/01/11 - HBA = \$1,620/mo; Used to purchase medical and dental insurance. EEs who waive medical coverage as of <b>01/01/08</b> will receive an ABC cash maximum of \$933/mo. EEs who waive after <b>01/01/08</b> , will receive an ABC cash maximum of \$580/mo. <b>Effective 06/30/13</b> Maximum ABC Cash received will be \$580/month regardless of date of hire.	01/01/11 - HBA = \$1,580/mo. Used to purchase medical and dental insurance. ABC cash cap \$580/mo. EE who waives effective <b>01/01/08</b> , will be eligible to receive a maximum of \$933/mo in ABC cash. If an EE eligible for \$933/mo ABC cash, elects to purchase medical coverage, said employee will be subject to a maximum of \$580 cash and no longer eligible to receive \$933/mo. <b>Effective 06/30/13</b> Maximum ABC Cash received will be \$580/month regardless of date of hire.



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<b>Dental Premium-Effective 01/01/11</b>	Coverage provided through Delta Dental. EE only = \$49.60/mo EE + 1 = \$93.22/mo Family = \$160.44/mo	Coverage provided through Delta Dental. Mandatory Enrollment. \$152.48.mo premium paid from HBA.	Coverage provided through Health & Welfare Trust.	Coverage provided through Operating Engineers. Mandatory enrollment if medical is elected. <b>Dental Only</b> EE only- \$56/mo EE + 1- \$112/mo Family- \$151/mo  <b>Dental w/ ortho:</b> EE only- \$64/mo EE + 1- \$120/mo Family- \$159/mo	Coverage provided through Delta Dental. \$166.72/mo	Coverage provided through Delta Dental. \$166.72/mo	Coverage provided through Delta Dental. \$131.76/mo
<b>Vision Plan Premiums (VSP) Effective 01/01/11 Voluntary Enrollment</b>	Two vision plans available through VSP: <b>Standard:</b> EE only \$8.16/mo EE + 1 = \$11.62/mo Family = \$20.48/mo <b>High:</b> EE only = \$11.88/mo EE 1 = \$17.04/mo Family = \$30.20/mo	Two vision plans available through VSP: <b>Standard:</b> EE only \$8.16/mo EE + 1 = \$11.62/mo Family = \$20.48/mo <b>High:</b> EE only = \$11.88/mo EE 1 = \$17.04/mo Family = \$30.20/mo	Coverage provided through Health & Welfare Trust.	Coverage provided through Operating Engineers Local 3 Fund. EE only = \$9.00/mo EE + 1 = \$18.00/mo Family = \$ 24.00/mo	Provided through association	Provided through association	Provided through association

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<b>Employee Assistance Plan - City paid; premiums Effective 01/01/11</b>	Effective 04/01/10 \$4.52/mo	Effective 04/01/10 \$4.52/mo	Effective 04/01/10 \$4.52/mo	Effective 04/01/10 \$4.52/mo	Effective 04/01/10 \$4.52/mo	Effective 04/01/10 \$4.52/mo	Effective 04/01/10 \$4.52/mo
<b>City Paid Life Insurance - Premium rate Effective 01/01/11</b>	\$50,000 coverage \$5.46/mo \$1,500 dep cov \$0.36/mo	\$50,000 coverage \$5.46/mo \$1,500 dep cov \$0.36/mo	\$50,000 coverage \$5.46/mo \$1,500 dep cov \$0.36/mo	\$50,000 coverage \$5.46/mo \$1,500 dep cov \$0.36/mo	\$50,000 coverage \$5.46/mo \$1,500 dep cov \$0.36/mo	\$50,000 coverage \$5.46/mo \$1,500 dep cov \$0.36/mo	\$50,000 coverage \$5.46/mo \$1,500 dep cov \$0.36/mo
<b>Supplemental Life Insurance - Voluntary \$10,000 to \$300,000; employee, spouse, &amp; family coverage available</b>	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage

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<b>AD&amp;D Insurance - Voluntary amounts vary; employee, spouse, &amp; family coverage available</b>	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage
<b>Short Term Disability</b>	EE paid, voluntary enrollment. After tax deduction. Maximum insurable salary \$15k/mo. Calculated at 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per 100 of base salary.	EE paid, voluntary enrollment. After tax deduction. Maximum insurable salary \$15k/mo. Calculated at 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per 100 of base salary.	EE paid, voluntary enrollment. After tax deduction. Maximum insurable salary \$15k/mo. Calculated at 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per 100 of base salary.	EE paid, voluntary enrollment. After tax deduction. Maximum insurable salary \$15k/mo. Calculated at 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per 100 of base salary.	N/A	N/A	N/A
<b>Long Term Disability Insurance</b>	Employer paid. Maximum insurable salary shall be \$15K/mo. Calculated at 66.67% of employee's monthly salary to max of \$10K/mo.	Employer paid. Maximum insurable salary shall be \$15K/mo. Calculated at 66.67% of employee's monthly salary to max of \$10K/mo.	Employer paid. Maximum insurable salary shall be \$15K/mo. Calculated at 66.67% of employee's monthly salary to max of \$10K/mo.	Employer paid. Maximum insurable salary shall be \$15K/mo. Calculated at 66.67% of employee's monthly salary to max of \$10K/mo.	Effective 08/01/09, City will contribute \$19.50/mo towards LTD trust maintained by Union.	Effective 08/01/09, City will contribute \$19.50/mo towards LTD trust maintained by Union.	Effective 01/01/10, City will contribute \$57.16/mo per EE to CLEA for LTD benefits.

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<b>Retiree Medical Reimbursement; amount varies by MOU. Retirees may continue in City plan or utilize other plan and receive reimbursement.</b>	<p><u>Employees hired prior to to 7/1/06</u> and retires within 120 days of separation from the City will receive \$300/mo.</p> <p><u>Employees hired on or after 07/01/06</u>, will be eligible for medical reimbursement based on total yrs of service as provided in MOU.</p>	<p><u>Effective 01/01/04-</u> All current retirees and those who retired within 120 days of separation from the City, shall be eligible for reimbursement of up to \$170/mo.</p> <p><u>EEs hired prior to 01/01/07</u> and retiring during term of MOU within 120 days of separation from the City, will receive up to \$300/mo.</p> <p>An employee who is <u>hired on or after 07/01/07</u> is eligible for medical reimbursement based on total yrs of service as provided in MOU.</p>	<p><u>Retired on or after 12/31/93</u> - \$130/mo in medical premium reimbursement.</p> <p><u>Retired on or after 07/01/05 or on or after 07/01/07</u>, will be eligible for max \$300 reimbursement if vested with CalPers, has completed at least five (5) years of continuous service and is at least age 50 or has received a CalPers industrial disability retirement. Actual amount of reimbursement is based on EEs' total years of City service as provided in MOU.</p>	<p><u>Retired between 02/01/77-06/30/05:</u> Amount varies by retirement date (See MOU for details)</p> <p><u>EEs hired on or after 01/01/06</u> will be eligible for medical premium reimbursement if EE reitres from City within 120 days of separation, is vested with CalPers, has completed at least five (5) years of continuous service with the City and is at least age 50 or has received a CalPers disability retirement. Actual amount of reimbursement is based on EEs' total years of City service as provided in MOU.</p>	<p><u>Retired on or before 11/1/99</u> - \$210.17/mo. Surviving spouse will receive \$100/mo.</p> <p><u>Retired on or after 11/02/99:</u> 0-24 yrs of service will receive \$10/mo for each year completed 25+ yrs of service reimbursement will equal Kaiser Health Plan California Premium for 2-party in effect at the date of retirement. To be eligible for reimbursement the EE must retire from the City within 120 days of separation, be vested with CalPers, have completed at least five (5) years of continuous service with the City and be at least age 50 or have received a CalPers industrial disability.</p>	<p><u>0-24 years</u> of service will receive \$10/mo for each year of completed service.</p> <p><u>25+ years</u>, the City's contribution will equal the Kaiser Health Plan California premium for 2-party coverage in effect at the date of retirement. EEs who came to the City of Fremont in 1994 as part of the Union City fire service contract, will be counted as City of Fremont service.</p>	<p><u>Retired prior to 08/1/09-</u> Police Officers &amp; Sergeants will continue to receive \$150/mo.</p> <p><u>Effective 01/01/02.</u> Police Officers and Sergeants who retired from the City prior to 08/01/99 with 20+ years of service, shall receive an amount equal to the KHP premium for single-party coverage in effect on 01/01/02.</p> <p><u>Retired on or after 08/01/99</u>, shall receive medical reimbursement based on EEs' total years of City Service as provided in MOU. To be eligible for retiree medical reimbursement the EE must retire from the City within 120 days of separation.</p>

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					Surviving Spouse- 10-14 yrs = \$90/mo 15 yrs = \$94.50/mo 16+ yrs = \$100/mo	Surviving Spouse- 10-14 yrs = \$90/mo 15 yrs = \$94.50/mo 16+ yrs = \$100/mo	
					Can receive up to 10 years of service credit for work with other fire agencies.	Can receive up to 10 years of service credit for work with other fire agencies.	Can receive up to 10 years of service credit for work with other law enforcement agencies.
<b>Vacation Accrual</b>	N/A	N/A	N/A	N/A	<u>56 Hour Schedule</u> 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21-26 yrs = 295 hrs 27 yrs = 127 hrs 28 yrs = 41 hrs 29 yrs = 0 hrs (See MOU for 40 hr schedule)	<u>56 Hour Schedule</u> 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21-26 yrs = 295 hrs 27 yrs = 127 hrs (See MOU for 40 hr schedule)	1-5 yrs = 96 hrs 6-9 yrs = 120 hrs 10 yrs = 136 hrs 11-14 yrs = 160 hrs 15-26 yrs = 168 hrs 27 yrs = 72 hrs 28 yrs = 24 hrs 29+ yrs = 0 hrs
<b>Sick Leave Accrual</b>	N/A	N/A	N/A	N/A	12 hrs/mo for EE assigned to 56-hr schedule. 8.57 hrs/mo for EE assigned to 40-hr schedule	12 hrs/mo for EE assigned to 56-hr schedule. 8.57 hrs/mo for EE assigned to 40-hr schedule	8 hrs/mo 24+ yrs of service = 4 hrs per month

## January 1, 2012 Represented Employees Benefit Summary

	Professional Engineers & Technicians Association (PETA)	Fremont Association of City Employees (FACE) SEIU 1021 & Confidential Employees	Teamsters Local 856 Police Department Non-Sworn	Operating Engineers Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
<b>Annual General Leave- Accrual rate is based on yrs of service and actual hrs worked. Replaces vacation, sick leave, and personal leave hours.</b>	0-5 yrs = 192 hrs 6-10 yrs = 216 hours 11-15 yrs = 240 hrs 15+ yrs = 264 hrs	<u><b>FACE</b></u> 0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 15+ yrs = 264 hrs  <u><b>Confidential</b></u> 0-5 yrs = 210 hrs 6-10 yrs = 234 hrs 11-15 yrs = 258 hrs 16+ yrs = 282 hrs	0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	N/A	N/A	N/A
<b>Maximum Accruals - Excess hrs roll over to a sick leave bank</b>	1.5 x annual accrual; rollover maximum to sick leave bank is 520 hrs	1.5 x annual accrual; rollover maximum to sick leave bank is 520 hrs	1.5 x annual accrual; rollover maximum to sick leave bank is 300 hrs	1.5 x annual accrual; rollover maximum to sick leave bank is 350 hrs	2 x annual accrual	2 x annual accrual	3 x annual accrual; rollover maximum to sick leave bank is 1,040 hrs
<b>Leave Liquidation Program</b>	Must have 19+ yrs of service, and 75% of max accruable general leave at end of 1st pay period in May before start of new fiscal year. Maximum liquidation limit will be based on the EE's years of service. Paid out in a lump sum on the first scheduled payday in the following August.	Must have 15+ yrs of service and 75% of max accruable leave at end of 1st pay period in May before the start of new fiscal year. Maximum liquidation limit will be based on the EE's yrs of service. Paid out in a lump sum on the first scheduled payday in the following August.	Must have 15+ yrs of service, and 75% of max accruable general leave at end of 1st pay period in May before start of new fiscal year. Maximum liquidation limit will be based on the EE's years of service. Paid out in a lump sum on the first scheduled payday in the following August.	Must have a minimum of 15+ yrs of service and 75% of max accruable general leave at the end of the first pay period that ends in the preceding May, can liquidate up to 60 hrs. Maximum liquidation based on years of service. Paid out in a lump sum on the first scheduled payday in the following August.	EEs who have 75% of their max accruable leave, may liquidate a portion of their accrued vacation at the base hourly rate. Amount is dependent on continuous years of service (see MOU for details) Payment will be processed on the second pay check of the month following quarterly deadline. (See MOU for details)	EEs who have 75% of their max accruable leave, may liquidate a portion of their accrued vacation at the base hourly rate. Amount is dependent on continuous years of service. (See MOU for details)	

## January 1, 2012 Represented Employees Benefit Summary

	Professional Engineers & Technicians Association (PETA)	Fremont Association of City Employees (FACE) SEIU 1021 & Confidential Employees	Teamsters Local 856 Police Department Non-Sworn	Operating Engineers Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
<b>Sick Leave Incentive Program</b>	N/A	N/A	N/A	N/A	Sick Leave Incentive (See MOU for details)	Sick Leave Incentive (See MOU for details)	Sick Leave Incentive (See MOU for details)
<b>Floating Holiday (Non-accruable annual, use or lose)</b>	8 hours per fiscal year	8 hours per fiscal year	8 hours per fiscal year	8 hours per fiscal year	N/A	N/A	8 hrs per fiscal year (if not used added to holiday bank)
<b>Holidays-Annual</b>	Twelve 8 hr days paid. Hrs are prorated for EEs on a modified/part-time schedule.	Twelve 8 hr days paid. Hrs are prorated for EEs on a modified/part-time schedule.	Twelve 8 hr days paid. Hrs are prorated for EEs on a modified/part-time schedule.	Twelve 8 hr days paid. Hrs are prorated for EEs on a modified/part-time schedule.	144 hrs per fiscal year (See MOU for details)	144 hrs per fiscal year (See MOU for details)	96 hrs per fiscal year (See MOU for details)
<b>Bereavement Leave</b>	3 work days	3 work days	3 work days	3 work days	3 shifts for 56 hr EEs or 5 workdays for 40 hr EEs	3 shifts for 56 hr schedule EEs or 5 workdays for 40 hr schedule EEs	Up to 5 days for 40 hr schedule EEs; 4/10 or 4/11 schedule EEs 4 days
<b>Personal Emergency Leave Bank</b>	Employee leave donation pool. Review MOU for details.	Employee leave donation pool. Review MOU for details.	Employee leave donation pool. Review MOU for details.	Employee leave donation pool. Review MOU for details.	Employee leave donation pool. Review MOU for details.	Employee leave donation pool. Review MOU for details.	N/A
<b>Union Dues</b>	\$5.00/mo	1.8% of base pay	\$60.92/mo	\$46.00/mo	\$158.42/mo	\$158.42/mo	\$148.46/mo

## January 1, 2012 Represented Employees Benefit Summary

	Professional Engineers & Technicians Association (PETA)	Fremont Association of City Employees (FACE) SEIU 1021 & Confidential Employees	Teamsters Local 856 Police Department Non-Sworn	Operating Engineers Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
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**Note:** The Human Resources Department has prepared this Benefit Summary for use as a reference tool for staff and other agencies. The information has been compiled using current MOU information and is only a brief summary of benefits. Please see the MOU's for specifics. MOU's are posted on the City's Intranet and Internet sites.

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Re-Created: 02/02/12